



Recruitment at Lowell Public Schools

2022

2018-2019

Reported on the U.S. Equal Employment Opportunity Commission

Overview (Teachers)

- Teachers/Educators of Color = approximately **7%** of the district

Hispanic/LatinX	Asian	Black	Native American	Pacific Islander	Two or More	Total Teachers of Color in District
32	25	11	2	2	3	75

75 Teachers of Color ÷ 1131 total Teachers in district = $0.066313 \times 100 = 6.6313 \approx$ **7%**

Currently as of March 29, 2022

According to Aspen/X2:

Parameter: UTLT

Total teachers: 1197 - 1046 (white) = 151

$151/1197 = 0.1261487$

Percentage of Diverse Teachers \approx 13%

Increase from 2019-current is 7% to 13%

Factors in 2022 include :

- Increase of new job through ESSER funding
- Competitive districts

Messages

=====

rowNumber	psn_race_view	
0	Asian, White	1
1	Black, White	1
2	NULL	1
3	Asian	39
4	Pacific Island	1
5	White	1046
6	Black	17
7	Native American	2
8	latino - Asian, White	1
9	latino - Black	1
10	latino - White	47



Diversity Working Group with UTL

From Collective Bargaining Agreement:

Study Groups:

The parties share the goal of diversifying our educator workforce. To that end, the parties agree to create a negotiation subcommittee on educator diversity that shall meet regularly. The goal of the negotiation subcommittee shall be to identify ways to help the Lowell Public Schools and the UTL diversify their workforce. The committee shall make recommendations to the bargaining teams by May 1, 2022, which the parties will consider and negotiate as part of a successor agreement.

The parties shall create a negotiation subcommittee on an Excellence in Urban Education Certificate. The subcommittee will make any recommendations by May 1, 2022.



The Aspiring Teachers Network 2019-2020

(Recruitment and Retention)

- Once a month meeting with COO/Principals and Assistant HR Director to network and connect, ended in March 2020 (COVID)
- For interested individuals in community and current staff
- Gauge interests and needs of participants
- Helped with application and requirements
- Leadership or program opportunities in the district
- Meetings occurred at Central Office after school hours
- Provided refreshments
- Tracking participants



Aspiring Teacher's Network (continued post-COVID)

Goals:

- Developing a mentoring network for new educators
- Discussing possible solutions to eliminate obstacles in the hiring process
- Networking with fellow Lowell Public Schools' personnel
- Examining the teaching and learning culture and making suggestions for improvement
- Working with LPS' HR dept. On teaching requirements, certification pathways, and opportunities
- Improving retention strategies for diverse staff



Job Fairs Attended 2019-August 2021 (limited by COVID-19 and staffing constraints)

EdWeek Top School Jobs- January 28, 2021, 1pm-5pm ET.

MERC 2021 Education Career Fair (4/22/21)

Registered for MERC Career Fair (4/30/22)

National Career Fairs (12/12/21)



Professional Development: BlackPrint

20/21- current

HR, Chief of Equity & Engagement, and Superintendent

1. Multi-year academy targeted toward groups of influential and strategic district leaders (hirers).
2. Support district leadership in building internal local capacity to weave culturally responsive practices and a racial equity lens throughout their pedagogy, policies, structures, and systems.
3. Support leaders as they learn the foundational content of equity and create strategic goals and implementation plans to embed culturally responsive and equitable practices across their districts In small cohorts of districts.
4. Examine content on the intersection of race, culture, class, and schooling, accompanied by personalized consulting and guidance towards the construction and execution of district-wide plans.
5. Culminate in the unveiling and celebration of year-one goals and implementation plans during the spring of 2021 and long-term strategic plans during the spring of 2022.



Professional Development with DESE



Diversity Network and Diversification Grant

- ❑ **3rd year in this cohort:**
- ❑ Designed to support local school and district efforts to strengthen and diversify existing teacher recruitment and retention programs.
- ❑ Through the use of state and federal funds, participating schools and districts will engage in thoughtful, high-impact approaches intended to increase the number of effective and diverse teachers in their schools.
- ❑ Required to review school and district policies and procedures and identify the cultural proficiency training needs for hiring managers, teachers, and principals.
- ❑ Schools and districts will also be required to develop cultural proficiency training implementation plans.
- ❑ Additionally, grant recipients will be required to participate in a professional learning community hosted by the Department of Elementary and Secondary Education.



Informal Recruitment Efforts 2019-present

Currently 444 paraprofessionals and approximately 27% of our paras are racially/ethnically diverse

- Provide guidance with certification support
- Assisted with MTEL vouchers- Diversification Grant money
- Assisted with MTEL course preparation vouchers- Diversification Grant money
- Principals refer paraprofessionals for guidance



Substitute Teachers' Orientation/Workshop Offerings

SY 19/20- Three workshops a year with an estimate of < 100 attendees (in-person and virtual)

SY 20/21- Three workshops a year with an estimate of < 100 attendees (in-person and virtual)

SY 21/22- Workshops offered 1-2 per week. With > 270 attendees to date (in-person)

Engage the attendees, many speak multiple languages, direct them to open positions in LPS, paraprofessional positions & teacher positions, assist with certifications for those who are interested

Since October 2019, I have conducted 36 training sessions for the district in total



Down Payment Assistance Program

- Included in the program April 1, 2021
- Lowell Development & Financial Corporation (LDFC)
- Help the district's effort and commitment to hire highly qualified educators and to diversify the workforce
- Max Amount: \$5K
- Loan terms include: securing a loan for mortgage , and after 5 years 20% of the loan is paid back each year to LDFC
- Attend Project Genesis homebuyer training with Merrimack Valley Housing Partnership
- Eligibility letter from HR
- Application sent by lender with buyer
- Subject to funding availability



Teacher Loan Forgiveness Program



Under the Teacher Loan Forgiveness Program, if you teach full-time for five complete and consecutive academic years in a low-income school or educational service agency, and meet other qualifications, you may be eligible for forgiveness of up to \$17,500.

Details here: [Student Loan Forgiveness for Teachers](#).

It's also important to note how PSLF and Teacher Loan Forgiveness play together, and why PSLF is probably the better choice for most.*

**PSLF: Public Service Loan Forgiveness*



UML class visits 2021-2022

Winter semester 2021-2022

Visited two different Educator Prep classes at UML

Invited the Diverse Teacher Leader fellows to speak to future educators

Advertised for teaching options to students who are on track to graduate

Several students are substitute teachers now

Many of them stay in touch with HR for updates on postings and other information



Marketing/Advertisement Campaign

- Marketing partners are working with a designer to develop an ad campaign for Spring recruitment initiatives.
- On 4/14 the Outfront Media for billboard ads along Rt. 3. between 4/18-5/1 to promote the LPS job fair will be displayed.
- The “Be My Teacher” photos will also be used in a series of posters, social posts, emails and on the LPS website to promote LPS as a welcoming place to work.
- January 2022- current, Lowell Public Schools website Careers page changed in organization and public accessibility.

Developed Print Materials

Lowell Public Schools Job Fair

Connect with school and district leaders
about current openings and positions for
the 2022-2023 school year

30 APRIL 2022. 9 A.M.- 1 P.M.
CHARLES W. MOREY
ELEMENTARY SCHOOL

130 PINE ST, LOWELL, MA 01851

This event is free and open to the public.
Professionals of all levels and fields are highly
encouraged to attend and participate.



PLAN FOR YOUR FUTURE

The Diverse Teacher Leaders Program

Lowell Public Schools (LPS) is committed to diversifying its teacher workforce. Through the **recruitment, hiring, and retention** of diverse educators.

The program has made significant progress in years one and two and an infrastructure is being developed to keep the program sustainable for years to come.





Program Achievements

- In the first two years of Diverse Teacher Leaders, our team has seen measurable results, with **over 19%** of Lowell Public Schools (LPS) new hires this last year being **people of color**.
- Additionally, the Diverse Teacher Leader Program has continued to grow. We have recruited a second cohort of **18 teachers** to participate in professional development and community building.
- On December 17, 2021, the Diverse Teacher Leaders program hosted a **kickoff event** for the 2021-2022 school year. Fellows and new hires had the opportunity to learn more about the structure of the program, network with peers across the district, and come together in a community space.
- The curriculum for the professional learning community has been modified based on feedback from the first cohort. In addition to structured monthly workshops on Saturday mornings, a more informal meeting time on Fridays will be offered to encourage networking and community building among the cohort.



Plans for the future

- In collaboration with Abbott & Associates, the DTL program is working to develop an infrastructure around **marketing and proactive recruitment** of BIPOC teachers.
- Representatives from the DTL program are planning **recruitment trips to areas**, such as Georgia and Texas, where education program demographics **reflect Lowell's diversity**.
- A “**Grow Your Own**” program is being developed at Lowell High School (LHS) LHS will add early college courses offered at MCC and UMass Lowell to appeal to a high number of students who expressed interest in becoming future teachers.
- **Increase the number of teachers** participating in the DTL program. The goal is to double the cohort size in year three and create more opportunities for allies to get involved with work being done by the program.



Virtual Career Fair January 2022 with the Lowell Career Center (MassHire-Lowell)

- We used Premier Virtual on 1/20/22
- Free of charge
- Continued work with Career Center to track applicants and participants
- We had a total of 45 people enter the booth
- 16 conversations
- 11 of those asked for more information
- Further communication also resulted in 2 students being hired as substitutes



Affinity Groups

HR and Equity & Engagement

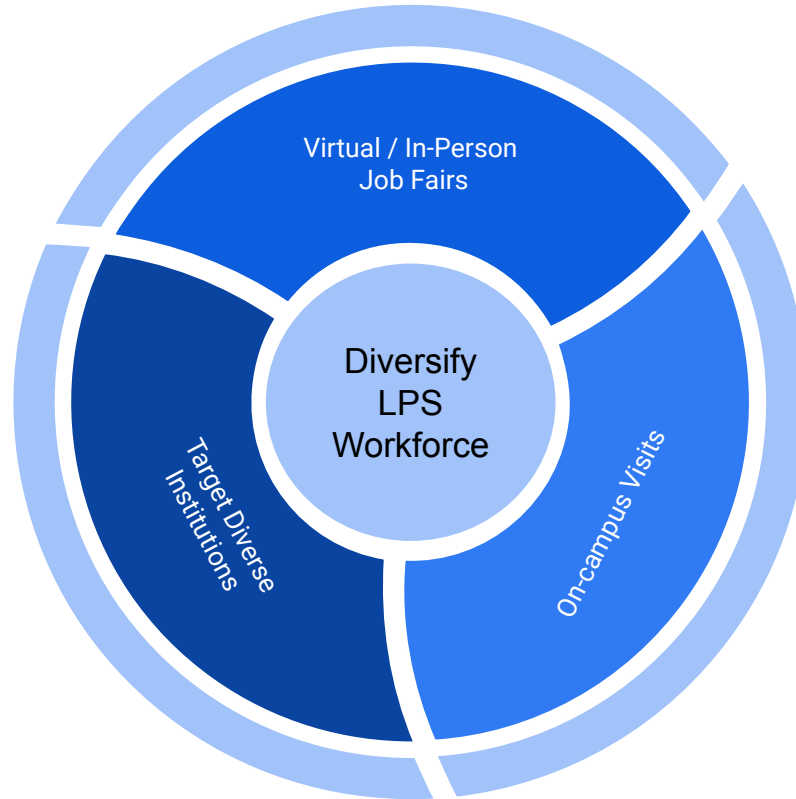
- One way to commit to anti-bias work and to create a more multicultural environment and benefit from its wealth of perspectives is to permit people to **feel safe, strong and reflected** within their environment.
- Lowell Public Schools created affinity groups, in response to the requests we have heard from the staff themselves.
- Affinity groups are for individuals who identify as members of the group and can speak to the experience of being a member of the group from the “I” perspective.
- These groups are structured with meaningful opportunities for dialogue and learning



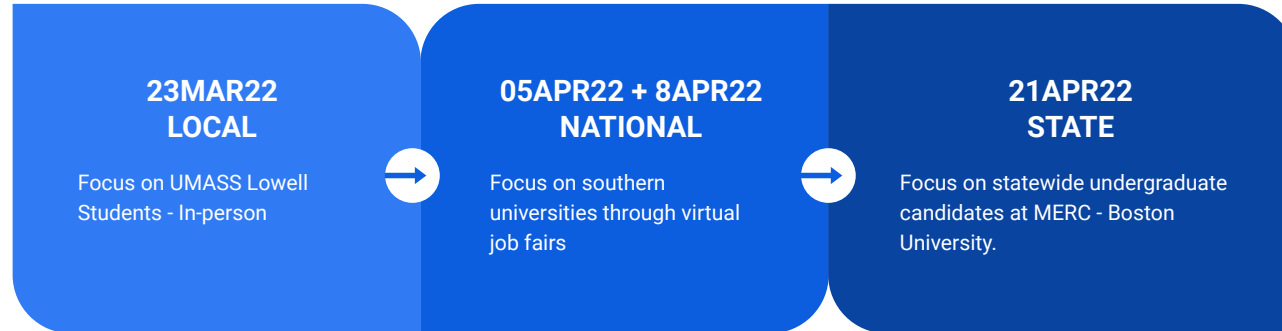
Affinity Group Goals

- Affinity groups are intended to **bring people together over a commonality.**
- Affinity groups can help employers **attract more diverse candidates, reduce turnover and increase employee morale.**
- A really successful affinity group **considers how their work can benefit everyone in the organization**, make their company a better place to work for future employees, and boost the company's direction and success.

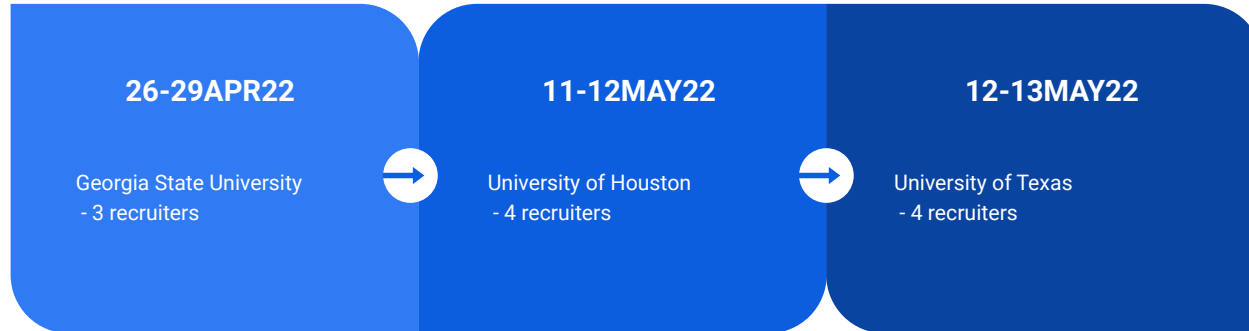
Recruitment Strategies



Job Fair Strategy

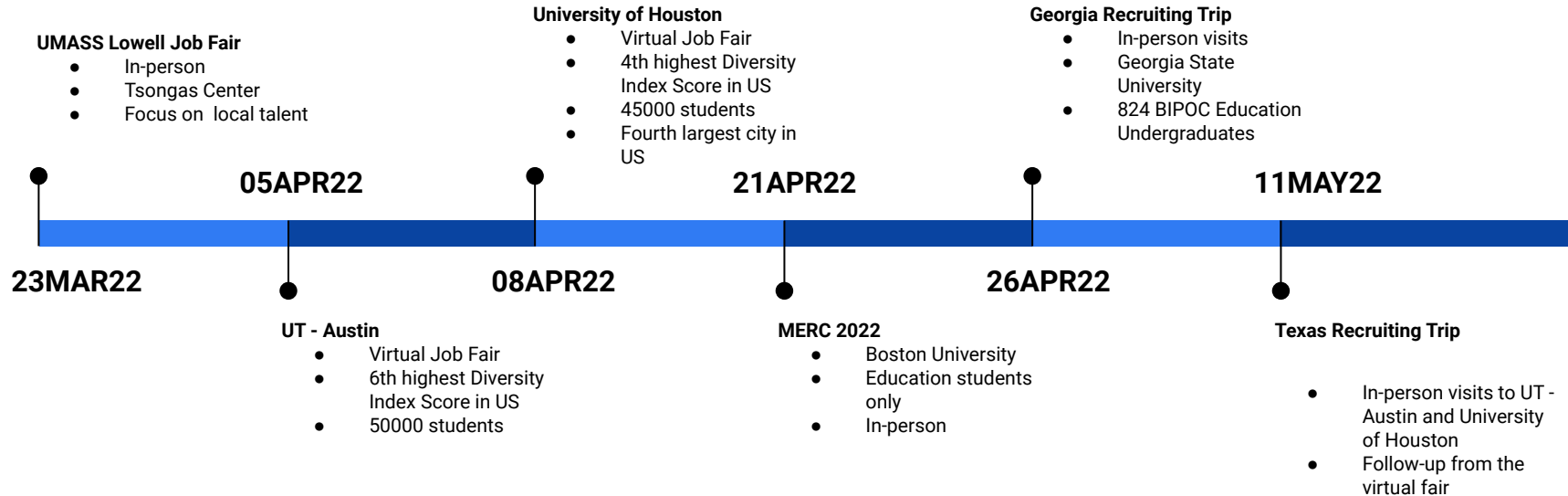


On-Campus Strategy



Spring 2022 - LPS Recruitment Timeline

Recruiting Plan



Diversity Index Scores - US News and World Report

Students may want to consider the racial and ethnic diversity of a college campus when choosing a school. To identify colleges where students are most likely to encounter undergraduates from racial or ethnic groups different from their own, U.S. News factors in the total proportion of diverse students, leaving out international students, and the overall mix of groups. The data is drawn from each institution's Fall 2020 total undergraduate student body. (Scale 0-1)



Why Texas?

- High Diversity Index Scores
- Similar demographics to student populations in Lowell
- Teacher Salaries are Lower in TX - Avg. Entry salary - \$39,997.00
- Large schools with many potential candidates
- Interstate agreement on Teacher License Reciprocity

Why Georgia?


- High Diversity Index Scores
- 800+ BIPOC candidates
- Teacher Salaries are Lower in GA - Avg. Entry salary - \$44,369.00
- Focus on equity based education
- Interstate agreement on Teacher License Reciprocity

Diversity Index Scores - Scale (0.0-1.0)

0.73

**University of
Houston**


4th best rating in US

- 
- 45000+ total students
 - 4th largest US city

0.73

**Georgia State
University**

4th best rating in US

- 
- 800+ BIPOC education students
 - Major in equity based education

0.71

**University of
Texas - Austin**

6th best rating in US

- 
- 50000+ total students
 - Flagship public university in TX

Enrollment Numbers

	Lowell	UMASS Lowell	University of Texas - Austin	University of Houston	Georgia State University
White	22.9%	57.1%	39.9%	32.4%	25.7%
Hispanic or Latino	37.7%	10.7%	21.7%	23.7%	11%
Asian	27.5%	10.8%	19.5%	9.89%	13.1%
African American or Black	7.7%	6.21%	4.08%	2.96%	37.7%

Funding for On-Campus Recruitment Trips

01	Georgia State University	<ul style="list-style-type: none">• 3 recruiters• 2 days on campus• \$5500.00
02	University of Houston	<ul style="list-style-type: none">• 4 recruiters• 2 days on campus• \$4000.00 - combined with UT-Austin Trip Below
03	University of Texas - Austin	<ul style="list-style-type: none">• 4 recruiters• 2 days on campus• \$4000.00- combined with University of Houston Trip Above



Recruiter Stipends (Authorized by SC vote on 3/16/22)

LPS will hire up to 10 recruiters to aid with diversifying the workforce. Positions have been posted on School Stream to aid with this important task.

School Stream -

[Recruiter Posting](#)

MEMORANDUM OF AGREEMENT

This **AGREEMENT** (hereinafter “the Agreement”) is being entered into by and between the Lowell School Committee (hereinafter, “the School Committee”) and the United Teachers of Lowell (hereinafter, “Union”) in order to work together to sustain educational operations during this health crisis so as to best support students and families during a time when retaining and recruiting quality employees is of utmost importance,

WHEREAS, the Union and the School Committee are parties to a Collective Bargaining Agreement (hereinafter, “the Contract”);

WHEREAS, the Union wishes to collaborate with the School Committee and Superintendent in order to support schools and work together on ways to best retain and recruit staff, while continuing to deliver excellent instruction to students during the pandemic;

NOW THEREFORE, the School Committee and the Union hereby agree to following, to expire on June 30, 2022, unless extended in writing:

1. To assist with recruitment and retention in the Spring of 2022, Lowell Public Schools will provide up to \$5,000.00 in additional compensation, paid at \$40/hour, to up to 10 employees, to assist Human Resources in recruitment for the 2022-2023. These 10 employees, shall consist of at least 2 Special Education teachers, 1 Math/Science teacher, 1 paraprofessional, and no more than 2 additional administrators (principals and administrators).

Recruitment Goals- Out of State

Recruit 3-4 teachers of color to relocate to Massachusetts

Offer \$4,000 from DESE's Diversification Grant to qualified candidates for relocation bonus/assistance

Candidates can also take advantage of the Down Payment Assistance Program through LDFC- up to \$5K

